



Changes of Executive Officers and Corporate Executive Fellows

December 1, 2023

Kao Corporation (the “Company” – *Ticker Code:4452*) announces changes of its Executive Officers and Corporate Executive Fellows as of January 1, 2024 as described below.

1. Current Executive Officers to be promoted *Underline: Changed position(s)

Name	New Position(s) as of January 1, 2024	Current Position(s) as of December 1, 2023
Yoshio Nakao	<u>Senior Executive Officer</u> ; Representative Director, President, Kao Group Customer Marketing Co., Ltd.	Executive Officer; Representative Director, President, Kao Group Customer Marketing Co., Ltd.

2. Executive Officers to be newly elected *Underline: Changed position(s)

Name	New Position(s) as of January 1, 2024	Current Position(s) as of December 1, 2023
Naohiko Uramoto	<u>Senior Executive Officer</u> ; <u>Vice President, DX Strategy -</u> <u>Data Intelligence Strategy, Global</u>	<u>Corporate Executive Fellow</u>
Hideo Makino	<u>Executive Officer</u> ; <u>Senior Vice President, Accounting</u> <u>and Finance, Global</u> ; <u>President, Kao America Inc.</u>	<u>Vice President, Accounting and</u> <u>Finance - Financial Controllers</u>
Toshiteru Komatsu	<u>Executive Officer</u> ; <u>Vice President, Supply Chain</u> <u>Management - Manufacturing</u> <u>Plant Center, Global</u> ; <u>Responsible for Strategic</u> <u>Innovative Technology, SCM, Global</u>	<u>Vice President, Supply Chain</u> <u>Management - Manufacturing</u> <u>Plant Center - Kawasaki Plant</u>
Yasuo Toyoshima	<u>Executive Officer</u> ; Vice President, Research and Development - Sanitary Products Research, Global ; <u>Responsible for Research and</u> <u>Development - Healthcare</u> <u>Business, Global</u>	Vice President, Research and Development - Sanitary Products Research, Global
Daisuke Hamada	<u>Executive Officer</u> ; <u>Senior Vice President, Chemical</u> <u>Business, Global</u>	<u>President, Kao Chemicals Europe,</u> <u>S.L.</u>

3. Executive Officers to retire

Name	Current Position(s) as of December 1, 2023
Hiroaki Yamaguchi	Senior Executive Officer; Vice President, Supply Chain Management - Manufacturing Plant Center, Global; Responsible for Strategic Innovative Technology, SCM, Global
Kenichi Yamauchi	Executive Officer; Senior Vice President, Accounting and Finance, Global; President, Kao America Inc.
Akira Shimotoyodome	Executive Officer; President, Consumer Products - Life Care Business, Global
Yasuhiro Ishikura	Executive Officer; Vice President, Corporate Strategy, Global; Vice President, Corporate Strategy - AK Project, Global

4. Corporate Executive Fellow to retire

Name	Current Position(s) as of December 1, 2023
Naohiko Uramoto	Corporate Executive Fellow

Executive Officers and Corporate Executive Fellows as of January 1, 2024

Executive Officers

Title	Name	Position(s)
President and CEO	Yoshihiro Hasebe	Responsible for DX Strategy
Senior Managing Executive Officer	Masakazu Negoro	Responsible for Management Finance (Accounting and Finance, Business Structure Reforms, Procurement, Human Capital Strategy)
Senior Managing Executive Officer	Toru Nishiguchi	Responsible for Consumer Products, Global; President, Consumer Products - Life Care Business, Global; Responsible for Kao Professional Services Co., Ltd.
Managing Executive Officer	David J. Muenz	Senior Vice President, ESG, Global; Responsible for Strategic Public Relations
Managing Executive Officer	Osamu Tabata	Senior Vice President, Supply Chain Management, Global; Responsible for TCR Promotion
Managing Executive Officer	Yoshihiro Murakami	Senior Vice President, DX Strategy, Global
Managing Executive Officer	Hideaki Kubo	Senior Vice President, Research and Development, Global
Managing Executive Officer	Satoru Tanaka	Senior Vice President, Corporate Strategy, Global; Responsible for Product Quality Management; Responsible for Legal
Senior Executive Officer	Masahiro Katayose	President, Chemical Business, Global; Chairperson of the Board, Fatty Chemical (Malaysia) Sdn. Bhd.; Chairperson of the Board, Pilipinas Kao, Inc.; Chairperson of the Board, Kao Chemicals Europe, S.L.
Senior Executive Officer	Kotaro Nuriya	President, Consumer Products - Health & Beauty Care Business, Global
Senior Executive Officer	Natsumi Hotta	President, Consumer Products - Hygiene & Living Care Business, Global

Senior Executive Officer	Hideki Mamiya	Senior Vice President, Human Capital Strategy, Global; President, Kao Group Corporate Pension Fund; Chairperson of the Board, Kao America Inc.
Senior Executive Officer	Yosuke Maezawa	President, Consumer Products - Cosmetics Business, Global; Representative Director, President, Kanebo Cosmetics Inc.;
Senior Executive Officer	Yoshio Nakao	Representative Director, President, Kao Group Customer Marketing Co., Ltd.
Senior Executive Officer	Naohiko Uramoto	Vice President, DX Strategy - Data Intelligence Strategy, Global
Executive Officer	Ryoichi Harada	Senior Vice President, Enterprise Information Solutions, Global
Executive Officer	Shigeo Nakai	Vice President, Corporate Strategy - New Business Development, Global
Executive Officer	Masaru Takeyasu	Chairperson of the Board and President, Kao (China) Holding Co., Ltd.; Chairperson of the Board, Kao Corporation Shanghai; Chairperson of the Board, Kao Commercial (Shanghai) Co., Ltd.; Chairperson of the Board, Kanebo Cosmetics (China) Co., Ltd.; Chairperson of the Board and President, Kao (Hefei) Co., Ltd.
Executive Officer	Motomitsu Hasumi	Senior Vice President, Product Quality Management, Global
Executive Officer	Mami Murata	Senior Vice President, Strategic Public Relations, Global
Executive Officer	Karen B. Frank	President, Consumer Products - Consumer Care Business, Americas and EMEA; Chairperson of the Board & President, Kao USA Inc.
Executive Officer	Yoji Matsumoto	Representative Director, Senior Managing Executive Officer, Kao Group Customer Marketing Co., Ltd.

Executive Officer	Hiroyuki Terazaki	Vice President, Research and Development, Global; Responsible for Research and Development -Global Products Technology
Executive Officer	Dominic M. Pratt	President, Consumer Products - Salon Business, Global; Chairperson of the Board, Oribe Hair Care, LLC; President, Kao Germany GmbH
Executive Officer	Naoshi Nakamoto	Senior Vice President, Procurement, Global
Executive Officer	Mark Johnson	President, Consumer Products - Cosmetics Business, Americas and EMEA; President, Molton Brown Limited
Executive Officer	Hideo Makino	Senior Vice President, Accounting and Finance, Global; President, Kao America Inc.
Executive Officer	Toshiteru Komatsu	Vice President, Supply Chain Management - Manufacturing Plant Center, Global; Responsible for Strategic Innovative Technology, SCM, Global
Executive Officer	Yasuo Toyoshima	Vice President, Research and Development - Sanitary Products Research, Global; Responsible for Research and Development - Healthcare Business, Global
Executive Officer	Daisuke Hamada	Senior Vice President, Chemical Business, Global
Executive Officer	Akiko Hasegawa	Senior Vice President, Legal, Global

Corporate Executive Fellows

Name	
Hiroshi Maruyama	Project Professor, Research into Artifacts, Center for Engineering, The University of Tokyo; Director, Preferred Networks, Inc.
Lisa MacCallum	Founder and President, Inspired Companies
Takuzo Aida	Deputy Director, RIKEN Center for Emergent Matter Science (CEMS); Distinguished University Professor, Tokyo College, The University of Tokyo